

**GOVERNMENT OF TELANGANA  
ABSTRACT**

Department for Women, Children, Disabled & Senior Citizens - SRCW-  
Setting up of State Resource Centre for Women (SRCW) under National  
Mission for Empowerment of Women (NMEW) in the State of Telangana –  
Orders – Issued

=====

DEPARTMENT FOR WOMEN, CHILDREN, DISABLED & SENIOR CITIZENS  
(SCHEMES)

G.O.RT.No. 315

Dated: 29-12-2016

Read the following:-

1. From the Director, Government of India, Ministry of Women and Child Development, National Mission for Empowerment of Women, No.1-2/2015-NMEW/2018, dt:12-06-2015.
2. From the Director, Women Development and Child Welfare Department, Letter No.53/TS/SRCW/2014, dt: 05-12-2015.

\*\*\*\*\*

**ORDER:**

National Mission for Empowerment of Women (NMEW) Scheme is revised and approved for continuation during the 12<sup>th</sup> Plan period in the State of Telangana and the State Resource Centre for Women (SRCW) has to be setup by the State Government under the Department of Women, Children, Disabled & Senior Citizens.

**2. Project description:**

At the state level, the State Resource Centre for Women (SRCW) under the State Government (Department of WCD) will work towards implementing gender sensitive programmes, laws and schemes through effective coordination at the State level. SRCW shall review and evaluate existing policies, programmes and legislations so that activities which are cross-cutting and multi-disciplinary in nature synergise harmoniously to reach women beneficiaries.

**3. Structure and Functions:**

A State Mission Authority (SMA) in each state will provide overall guidance and monitoring of the Scheme at the State level.

SRCW consists of the following six positions who shall be engaged to support the Department of WCD on women related issues, undertake research, training and capacity building on issues pertaining to women's empowerment:

<b>S.No.</b>	<b>Name of the Post</b>	<b>No. of Posts</b>	<b>Pay per month (in Rs.)</b>
1	State Project Coordinator	1	50,000
2	Legal cum Specialist Gender	1	35,000
3	Specialist Training	1	25,000
4	Research Officer	1	25,000
5	Assistant (Training& Documentation)	1	15,000
6	Support Staff	1	6,000

SRCW in consultation with key stakeholders will prepare State Action Plan in the State with a focus on women's issues and provide technical support and coordination for implementation of the BBBP Scheme while working in coordination with the State Task Force mandated under the said Scheme. Further, SRCW will also facilitate the implementation of the Poorna Shakti Projects (in selected district) and also support the implementation of the Village Convergence and Facilitation Services (VCFS).

All the staff members should work under the control of the Director/ Commissioner, WD&CW Department. They should undertake any other work assigned by the Director/ Commissioner.

#### **4. Objectives:**

SRCW is mandated to give focused attention to inter-sectoral issues affecting women by undertaking research, maintaining gender related data and engage in training and capacity building programs to enable greater understanding on women's issues especially bringing the discourse on women belonging to vulnerable and marginalized communities on the forefront. It aims to:

- Function as the technical body to support the implementation of women centric schemes at the state level and undertake measures to improve the effectiveness of such programmes through convergence initiatives.
- Create an environment through awareness generation to fuel demand by women for schemes/programmes and facilitate the process through which the gap between demand and supply can be reduced.
- Regularly review and evaluate existing policies, programmes and legislations impacting women and bring suitable recommendations before the State Government.
- Develop and implement gender sensitive training & capacity building modules. The strategy needs to factor in the requirements of diverse stakeholders (elected representatives, government officers, staff including field functionaries, women's collective members and individuals), training needs (sensitization, awareness generation, technical skills, behavioral change), modalities (either directly or through agencies) etc.
- Develop different strategies for women empowerment such as enhancing livelihood options for women using the women collectives including promoting SHG federations, producer companies of women etc. Carry out public service campaign, workshops, awareness generation about the different programs/ schemes, health and education through suitable media strategy to achieve the mission objectives. Design and implement the Information Education and Communication (IEC) strategy to generate awareness about issues facing women including "patriarchal beliefs" that impedes all round development of women.

## 5. Key Strategies:

- Prepare Action Plans based on women issues specific to the State with the approval of State Department of Women & Child Development.
- Identify steps and undertake measures to improve the effectiveness of government programmes from the perspective of impact on women. This will cover facilitating changes in policies, design and implementation of programmes.
- Identify existing or potential problems in achieving convergence of government programmes, schemes and services; it will involve coordination with different departments/agencies/ missions in the state to identify factors in the design, process and delivery of schemes/ legislations that hinder convergence and facilitate in adoption of appropriate suggestive measures.
- Liaise with the existing institutions and structures (Gender cells within Departments) for monitoring and reviewing government schemes with a gender perspective. It will also develop partnership models with Panchayati Raj Institutions (PRIs), CSOs and Private Sector for initiating activities that promotes women's empowerment.
- Identify best practices (Government, CSO, PRI) in various sectoral areas like health, education, microfinance, livelihoods, etc. from a gender perspective, document initiatives and disseminate within the state.
- Undertake innovative measures and practices to promote convergence and coordination of schemes, programmes and services that effect women at different levels. (State, District, Block and Village).
- Send regular reports on the operations of the project in the state and contribute to the national repository of information of best practices maintained by NMEW.
- Prepare and submit the following reports/documents: annual and quarterly work plans, annual and quarterly progress reports and update on monitoring plans and any other report as required by the NMEW from time to time.

<b>Manpower required for SRCW (Broad parameters)</b>			
<b><i>Sl.No</i></b>	<b><i>Position</i></b>	<b><i>Responsibilities</i></b>	<b><i>Qualifications &amp; Experience and Salary</i></b>
1	State Project Coordinator (1)	Overall responsibility for effective implementation of the mission in the State including ensuring that the SRCW delivers on the objectives of NMEW.  Prepare the annual work plans for SRCW in consultation with NMEW and	<u><i>Essential</i></u> Master's Degree in Social Work/ Economics/ Women's Studies/ Law/ Governance/ any other related field from recognised university.

	<p>nodal department in the State. Also ensure that all staff and institutional partners have clear work plans consistent with the annual work plans.</p> <p>Lead a team of professionals and manage partner organizations in different aspects of the mission.</p> <p>Operationalize partnerships with government departments at the state level to work on convergence of programmes and schemes.</p> <p>Anchor mechanisms for on-field convergence between different activity areas (social, economic, political and legal) and identify opportunities for convergence with government programmes and schemes.</p> <p>Operationalize physical and financial progress trackers and ensure quality and thematic integration in mission's strategies.</p> <p>Provide oversight to project components in the "pilot convergence" model by implementing partners and ensure that they deliver on outputs agreed as per project conditions.</p> <p>Coordinate with various thematic experts in NMEW to implement interventions including IEC, training and capacity building, research studies including impact assessments, midterm reviews, exploratory research etc.</p> <p>Prepare and submit the following reports/documents: Annual and Quarterly Work Plans, Quarterly and Annual Progress Reports and update on Monitoring Plans as may be required by NMEW.</p>	<p>Minimum experience of 5 years of working on women's issues, with at least 3 years spent in managing and leading projects and teams.</p> <p>Good knowledge of computers and ability to work in MS Office packages. Working knowledge of spread sheet and presentation packages.</p> <p>Excellent understanding and knowledge of women's issues and policies and programmes of the government, at the National and State level.</p> <p><u>Desirable</u></p> <p>Ph.D. in the relevant field.</p> <p>Previous experience of working with the government on policy issues.</p> <p>Previous publications, articles and papers on the area of expertise, with particular emphasis on women.</p> <p>Knowledge of monitoring and evaluation techniques as well as conducting impact assessment studies.</p> <p><u>General Condition</u></p> <p>Involves extensive travel within the state.</p> <p>Age of candidate preferably between 40-55 years.</p>
--	--	--

		<p>Prepare briefing notes, documents and reports on the project for various committees and the advisory group.</p> <p>Organizing meetings of the State Mission Authority (SMA) at least twice a year, putting up agendas, preparations of minutes, follow up on actions decided to be taken etc.</p> <p>Establish knowledge partners/ forums/ advisory groups consisting of experts/ academic institutions, technical resource agencies, financial institutions and private sector.</p> <p>Undertake any other activity as may be required to further the aims and objectives of SRCW.</p>	Salary of Rs.50,000/- per month
2.	Legal cum Specialist Gender (1)	<p>Coordinate with NMEW for research &amp; knowledge base on critical issues impacting women/girl child including building common mandates with the States to address gender concerns on priority and all activities concerning government schemes and programmes.</p> <p>Generate ideas/themes to undertake research studies to assist in framing policies and programmes under the convergence mandate of the Mission.</p> <p>Coordinate and monitor the commissioned studies.</p> <p>Undertake all legal issues related to women.</p> <p>Undertake any other activity as may be required to further the aims and objectives of SRCW.</p> <p>Should be prepared to travel extensively</p>	<p><u>Essential</u> Master's Degree in Social Work/ Economics/ Women's Studies/ Law/ Governance/ any other related field along with Law from recognised university.</p> <p>Minimum experience of 3 years of working on women's issues and legal aspects related to women.</p> <p>Good knowledge of computers and ability to work in MS Office packages. Working knowledge of spread sheet and presentation packages.</p> <p><u>Desirable</u> Previous experience of working with the government.</p>

			<p><u>General Condition</u> Involves extensive travel within the state. Age of candidate preferably between 35-45 years.</p> <p>Salary of Rs.35,000/- per month.</p>
3.	Specialist Training (1)	<p>Collaborate with NMEW for strengthening training and capacity building activities related to different domain areas such as livelihoods, health, Gender Budgeting/ mainstreaming, Education, awareness building etc. including training of village coordinators</p> <p>Undertake any other activity as may be required to further the aims and objectives of SRCW.</p> <p>Should be prepared to travel extensively</p>	<p><u>Essential</u> Master's Degree in Social Work/ Economics/ Women's Studies/ Law/Governance/ any other related field from recognised university</p> <p>Minimum experience of 3 years in the training and capacity building on issues related to women.</p> <p>Good knowledge of computers and ability to work in MS Office packages. Working knowledge of spread sheet and presentation packages.</p> <p><u>Desirable</u> Previous experience of working with the government.</p> <p><u>General Condition</u> Involves extensive travel within the state. Age of candidate preferably between 30-45 years.</p> <p>Salary of Rs.25,000/- per month.</p>
4.	Research Officer (1)	<p>Collate and document information, gender disaggregated data relating to various sectoral areas like livelihoods, health, education etc., particularly with regard to women.</p> <p>Undertake empirical as well as desk-based studies to</p>	<p><u>Essential</u> Master's Degree in Social Work/Economics/ Women's Studies/ Governance/ any other related field from recognised university</p>

		<p>review implementation of gender sensitive health policies and programmes.</p> <p>Assist specialist Gender to undertake research studies to assist in framing policies and programmes under the convergence mandate of the Mission.</p> <p>Undertake any other activity as may be required to further the aims and objectives of SRCW.</p>	<p>Minimum experience of 2 years in Research field.</p> <p>Must have computer knowledge and ability to work in various MS Office, data analysis packages like SPSS, STATA etc.</p> <p><u>Desirable</u> Previous experience of working with the government.</p> <p><u>General Condition</u> Involves extensive travel within the state. Age of candidate preferably between 30-45 years.</p> <p>Salary of Rs.25,000/- per month.</p>
5.	Assistant (Training & Documentation) (1 no.)	<p>Maintain data entry operations in the SRCW.</p> <p>Assist in the training and capacity building programmes, as well as research and other programmes under the convergence mandate of the Mission.</p> <p>Record minutes of meeting, records of meeting held by SRCW.</p> <p>Maintain the computer systems in the SRCW. Undertake any other activity as may be required to further the aims and objectives of SRCW.</p>	<p><u>Essential</u> Graduate in any discipline from recognised university. Typing speed of 30 wpm is essential. Minimum work experience of 3 years.</p> <p><u>Desirable</u> Diploma in Computer applications. Managing computer systems and hardware.</p> <p><u>General Condition</u> Maximum age limit of 35 years. Salary of Rs.15,000/- per month.</p>
6.	Support Staff (1 no.)	Undertake all the sectoral activities of SRCW	<p>Intermediate or equivalent qualification. Maximum age limit of 35 years Salary of Rs.6,000/- per month</p>

## **6. Monitoring:**

State Level Governing Body (SLGB) of Gender Resource Centre (GRC) which is constituted vide G.O.Ms.No.6, Dept for WCD&SC, Dt:12.11.2014 to deliberate various issues pertaining to Gender Resource Centre shall act as State Mission Authority (SMA) in the State to provide overall guidance and monitoring of SRCW activities. Progress report pertaining to the activities undertaken by SRCW along with UC & SOE will be sent to NMEW by the Dept. of WCD of the respective State Government.

## **7. Funding:**

The NMEW Scheme will be implemented in the State on sharing pattern at 60:40 between Centre and State.

The Director, Women Development & Child Welfare, Hyderabad is permitted to operationalise the scheme of SRCW on contract basis with the help of Centre for Economic and Social Studies (CESS) initially for a period of one year.

8. The Director, Women Development & Child Welfare, Hyderabad shall take necessary action accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

M. JAGADEESHWAR  
SECRETARY TO GOVERNMENT.

To  
The Director,  
Women Development & Child Welfare Department,  
Hyderabad.

Copy to:

P.S. to Hon'ble Minister for WCD & SC.

P.S. to Secretary to Government, Dept. for WCD & SC.

SF/SC.

// FORWARDED :: BY ORDER //

SECTION OFFICER.